

MINUTES
NORTH CAROLINA CRIMINAL JUSTICE EDUCATION AND TRAINING STANDARDS COMMISSION
EDUCATION AND TRAINING COMMITTEE

November 13, 2014

The Education and Training Committee of the North Carolina Criminal Justice Education and Training Standards Commission met in Room 1826 of the Public Safety Training Center, Wake Technical Community College, Raleigh, NC. Chairperson Wrenn Johnson called the meeting to order at 1:30 p.m. Those in attendance were:

- *Chief Wrenn Johnson, NC Police Executives Association
- *Corporal Melissa Hinnant, NC Law Enforcement Women's Association
- *Chief Bill Hollingsed, NC Police Executives Association
- *Steve Johnson, Appointment by the General Assembly – Speaker of the House
- *Tracy McPherson, Dept. of Community Colleges
- *Robin Pendergraft, Attorney General of the State of North Carolina – Ex-Officio Member
- *Lt. Yolanda Sparrow, North State Law Enforcement Officers' Association

Visitors

Glen Allen, NC Department of Public Safety – State Capital Police
Caitlin Brooks, NC Department of Public Safety
Donna Byrd, NC DOJ-Criminal Justice Standards
Chief Warrant Officer 5 Rick Comer, NC National Guard
Erica Dees, NC DOJ-Criminal Justice Standards
James Festerman, CJ Commission Member
John Glenn, CJ Commission Member
Pat Hinnant, NC DOJ-Criminal Justice Standards
Susan Johnson, NC Department of Public Safety – OSDT
Julia Lohman, NC Sheriffs' Standards Division
Mark Loudon, NC National Guard
G.M. McNeill, NC State Highway Patrol
Nathan Mizell, Nash Community College
Kim Pulley, NC DOJ Criminal Justice Standards
Alex Radford, NC DOJ – Criminal Justice Standards
Monica Shabo, NC Department of Public Safety – OSDT
Michelle Schilling, NC DOJ – Criminal Justice Standards
Pam Walker, NC Department of Public Safety
Shannon Whaley, NC State Highway Patrol

Staff

Trevor Allen, Criminal Justice Standards Division
Wayne Ayers, NC Justice Academy
Steven G. Combs, Director, Criminal Justice Standards Division
Bill DuBois, NC Justice Academy
Gary Dudley, NC Justice Academy
Jennifer Fisher, NC Justice Academy
Leila Humphries, NC Justice Academy
Richard Squires, Criminal Justice Standards Division
Mark Strickland, NC Justice Academy

*Committee Members

WELCOME/ROLL CALL

Chairperson Wrenn Johnson welcomed members and guests. The meeting was called to order and the roll was called. A quorum was present.

MINUTES

Commissioner Robin Pendergraft proposed a **motion** to accept the minutes of the August 21, 2014, meeting with a **second** from Commissioner Bill Hollingsed. **Motion carried.**

ELECTION OF VICE- CHAIR

Chairperson Wrenn Johnson opened the floor for vice chair nominations. Commissioner Steve Johnson nominated Commissioner Robin Pendergraft with a second from Commissioner Bill Hollingsed. With no other nominations, Chairperson Johnson closed the nominations and called for a vote. Commissioner Pendergraft was elected as Vice-Chair of the Education and Training Standards Committee.

PROPOSED 2016 IN-SERVICE TRAINING TOPICS

On behalf of the Joint In-service Training Committee, Mr. Bill DuBois, NC Justice Academy, appeared before the Committee to propose the 2016 In-Service Law Enforcement Training Topics, based upon the recommendations of the Joint In-service Training Committee and the Juvenile Minority Sensitivity Advisory Committee. The Joint-In-Service Committee met on September 11, 2014, and the JMST Advisory Committee met on September 18, 2014. Mr. DuBois noted that although the 2016 Firearms Training and Qualification will still be a minimum of six (6) credits, the recommendation is to remove the “dominant hand only” and “support hand only” shooting elements that will be in the 2015 topics, but also add “combat shooting day and night”, which will be consistent with Sheriffs’ Standards rules as well.

After reviewing the proposed topics and hours, Commissioner Melissa Hinnant proposed a **motion** to authorize the Planning and Standards Committee to conduct a rule-making hearing to amend 12 NCAC 09E.0102 and all other related rules to reflect the following required in-service training topics and hours for 2016 mandated in-service training with a **second** from Commissioner Yolanda Sparrow. **Motion carried.**

Required Topics:

Firearms Training and Qualification	minimum of 6 credits
Legal Update.....	minimum of 4 credits
JMST: The Color of Justice.....	minimum of 2 credits
Human Trafficking Awareness.....	minimum of 2 credits
North Carolina Firearms Laws: Citizens and Guns.....	minimum of 2 credits

Topics of Choice:

Law Enforcement Intelligence Update.....	minimum of 4 credits
Body Worn Cameras/Video Evidence.....	minimum of 2 credits
Leadership: Modeling Appropriate Behavior.....	minimum of 2 credits
Recovery of Mobile Devices & Preservation of Electronic Evidence.....	minimum of 2 credits

ADMINISTRATIVE CODE – PROPOSED RULE REVISION: 12 NCAC 09B.0235 BASIC TRAINING: JUVENILE COURT COUNSELORS AND CHIEF COURT COUNSELORS

On behalf of the Office of Staff Development and Training, Monica Shabo, North Carolina Department of Public Safety, proposed a rule revision for *12 NCAC 09B.0235 Basic Training: Juvenile Court Counselors and Chief Court Counselors*, requesting minor revisions to current topical materials and hour changes to several lesson plans. The requested change also removes the hours for Administrative Matter, Review, and Testing.

The changes for paragraph (1) Juvenile Justice Common Core are as follows:

- a. “*Juvenile Justice Overview*” – Changes from 4 hours to total of 2 hours
- b. Removes “*Counseling and Communication Skills*” and adds “Basic Individual Counseling Skills” at 16 hours
- c. Remove “*Characteristics of Delinquents*” and adds “Interpersonal Communication Skills” at 8 hours
- d. Removes “Unlawful Workplace Harassment” and adds “Working with Families” at 3 hours
- e. Removes “Professional Ethics” and adds “Characteristics of Delinquents” at 3 hours
- f. Removes “Staff and Juvenile Relationships” and adds “Unlawful Workplace Harassment” at 2 hours
- g. Removes “Gang Awareness” and “Career Survival: Integrity and Ethics in the North Carolina Department of Public Safety Workplace” at 2 hours
- h. Removes “Situational Awareness and Risk Assessment” and adds “Staff and Juvenile Relationships” at 4 hours
- i. Removes “Restraints, Controls and Defensive Techniques” and adds “Gang Awareness” at 4 hours
- j. Removes “Secure Transportation” and adds “Situational Awareness and Risk Assessment” at 4 hours
- k. Removes “Mental Health” and adds “Restraints, Controls and Defensive Techniques” at 28 hours
- l. Removes “*Basic Life Support: CPR and First Aid*” and adds Mechanical Restraints” at 4 hours
- m. Adds “Secure Transportation” at 4 hours
- n. Adds “Mental Health” at 8 hours
- o. Adds “CPR” at 4 hours
- p. Adds “*First Aid*” at 4 hours
- q. Adds “Employee Fitness and Wellness” at 4 hours

The total minimum hours for the Juvenile Justice Common Core are 104 hours.

The changes for paragraph (2) Juvenile Court Counselor Specific training are as follows:

- a. “Roles and Responsibilities” at 8 hours
- b. “Juvenile Law” at 8 hours
- c. “Intake” at 8 hours
- d. “Risk and Needs Assessment” at 4 hours
- e. “Report Writing and Documentation” at 12 hours
- f. “Interviewing” at 6 hours
- g. “Driver Safety” at 4 hours

The total minimum hours for the Juvenile Court Counselor Specific training are 50 hours. The total for the common core and the specific training is 154.

Having approved the recommendations as presented, Commissioner Robin Pendergraft proposed a **motion** that the Commission authorize the Planning and Standards Committee to conduct a rule making hearing to amend *12 NCAC 09B.0235-Basic Training: Juvenile Court Counselors and Chief Court*

Counselors in order to change the course hours from a minimum of 160 hours to a minimum of 154 hours with a **second** from Commissioner Tracy McPherson. **Motion carried.**

ADMINISTRATIVE CODE – PROPOSED RULE REVISION: 12 NCAC 09B.0236 BASIC TRAINING: JUVENILE JUSTICE OFFICERS

On behalf of the Office of Staff Development and Training, Monica Shabo, North Carolina Department of Public Safety, proposed a rule revision for 12 NCAC 09B.0236 *Basic Training: Juvenile Justice Officers*, requesting minor revisions to current topical materials and hour changes to several lesson plans.

The changes for paragraph (1) Juvenile Justice Common Core are as follows:

- a. *“Juvenile Justice Overview”* – Changes from 4 hours to total of 2 hours
- b. Removes *“Counseling and Communication Skills”* and adds *“Basic Individual Counseling Skills”* at 16 hours
- c. Removes *“Characteristics of Delinquents”* and adds *“Interpersonal Communication Skills”* at 8 hours
- d. Removes *“Unlawful Workplace Harassment”* and adds *“Working with Families”* at 3 hours
- e. Removes *“Professional Ethics”* and adds *“Characteristics of Delinquents”* at 3 hours
- f. Removes *“Staff and Juvenile Relationships”* and adds *“Unlawful Workplace Harassment”* at 2 hours
- g. Removes *“Gang Awareness”* and *“Career Survival: Integrity and Ethics in the North Carolina Department of Public Safety Workplace”* at 2 hours
- h. Removes *“Situational Awareness and Risk Assessment”* and adds *“Staff and Juvenile Relationships”* at 4 hours
- i. Removes *“Restraints, Controls and Defensive Techniques”* and adds *“Gang Awareness”* at 4 hours
- j. Removes *“Secure Transportation”* and adds *“Situational Awareness and Risk Assessment”* at 4 hours
- k. Removes *“Mental Health”* and adds *“Restraints, Controls and Defensive Techniques”* at 28 hours
- l. Removes *“Basic Life Support: CPR and First Aid”* and adds *“Mechanical Restraints”* at 4 hours
- m. Adds *“Secure Transportation”* at 4 hours
- n. Adds *“Mental Health”* at 8 hours
- o. Adds *“CPR”* at 4 hours
- p. Adds *“First Aid”* at 4 hours
- q. Adds *“Employee Fitness and Wellness”* at 4 hours

The total minimum hours for the Juvenile Justice Common Core are 104 hours.

The changes for paragraph (2) Juvenile Justice Officer Specific training are as follows:

- a. *“Treatment Program Operations”* at 4 hours
- b. *“Maintaining Documentation of Activities/Behaviors”* at 6 hours
- c. *“Basic Group Leadership Skills”* at 8 hours
- d. *“Crisis Intervention Techniques”* at 8 hours
- e. *“Effective Behavior Management”* at 12 hours
- f. *“Health Services Overview”* at 2 hours
- g. *“Trauma and Delinquents”* at 6 hours
- h. Adds *“Contraband and Search Techniques”* at 2 hours

**The total minimum hours for the Juvenile Court Counselor Specific training are 48 hours.
The total for the common core and the specific training is 152.**

Having approved the recommendations as presented, Commissioner Robin Pendergraft proposed a **motion** that the Commission authorize the Planning and Standards Committee to conduct a rule making hearing to amend *12 NCAC 09B.0236-Basic Training: Juvenile Justice Officers* in order to change the course hours from a minimum of 160 hours to a minimum of 152 hours with a **second** from Commissioner Bill Hollingsed. **Motion carried.**

BASIC CORRECTIONAL OFFICER TRAINING – OFFICE OF STAFF DEVELOPMENT AND TRAINING, NORTH CAROLINA DEPARTMENT OF PUBLIC SAFETY

On behalf of the Office of Staff Development and Training, Monica Shabo, North Carolina Department of Public Safety, proposed major revisions to fifteen (15) lesson plans in the Basic Correctional Officer Course. The major revisions are as follows:

- “*The North Carolina Prison Employee*” deletes 6 training objectives and changes the hours from 4 to 2 hours
- “*You and the Law*” adds 3 new training objectives
- “*Prison Emergencies: Prevention and Response*” revises 2 training objectives and deletes 1 training objective
- “*Transporting Inmates*” deletes 1 training objective
- “*Basic Expandable Baton*” revises 1 training objective
- “*Mechanical Restraints: Handcuffing*” revises Lesson Purpose; adds 1 training objective; revises 4 training objectives, deletes 1 training objective, increases hours from 2 to 3 hours
- “*Tactical Handcuffing*” revises Lesson Purpose; adds 1 new training objective, revises 4 training objectives
- “*Weapons Retention*” adds 1 training objective
- “*Employee Fitness and Wellness*” adds 1 training objective; revises 2 training objectives; changes hours from 4 to 6 hours
- “*Management and Supervision of Inmates*” changes hours from 10 to 8 hours
- “*Understanding Inmate Behavior*” changes hours from 10 to 11 hours
- “*Cultural Awareness*” changes hours from 2 to 1 hour
- “*Multi-Generational Workforce*” revises 1 training objective; deletes 1 training objective; changes hours from 4 to 3 hours
- “*Understanding Workplace Differences*” deletes 1 training objective
- Adds a new lesson plan, “*Career Survival: Integrity and Ethics in the NCDPS Workplace*” at 2 hours

The minor changes to the course curricula include revisions, updates and the correction of grammatical errors in the following lesson plans:

- “Firearms Safety”
- “Handgun Familiarization/Proficiency”
- “Shotgun Familiarization/Proficiency”
- “Low/Limited Light Familiarization”
- “Report Writing”
- “Unlawful Workplace Harassment”
- “Staff and Inmate Relationships”
- “Prison Security and Procedures”
- “Contraband and Techniques of Search”
- “Hostage”
- “Prison Emergencies: Prevention and Response”
- “Controls, Restraints, and Defensive Techniques”
- “Edged Weapon Defense”
- “Basic Life Support: CPR”

- “Basic Life Support: First Aid”
- “Understanding Security Threat Groups”

Commissioner Bill Hollingsed proposed a **motion** to accept the revisions as presented with a **second** from Commissioner Melissa Hinnant. **Motion carried.**

BASIC PROBATION/PAROLE OFFICER TRAINING – OFFICE OF STAFF DEVELOPMENT AND TRAINING, NORTH CAROLINA DEPARTMENT OF PUBLIC SAFETY

On behalf of the Office of Staff Development and Training, Monica Shabo, North Carolina Department of Public Safety, addressed the Committee about the status on the Basic Probation/Parole Training Course. Under the current rules (12 NCAC 09G.0412 and 12 NCAC 09G.0413), the course hours were listed as a minimum of 160 hours and 80 hours respectively. With the removal of the Intermediate/Surveillance Officer positions, the Committee granted pilot authority in 2011 to reduce the commonalities in the two programs and deliver a combined course at 207 hours. Based on rules heard on Thursday, November 12, 2014 by Planning and Standards, OSDT asks that the pilot authority for 207 hours be released. Ms. Shabo stated that since the pilot of the course, it has been determined that the course delivery will take a minimum 216 hours. Ms. Shabo requested that the Committee allow for pilot authority to deliver the course at a minimum of 216 hours for a period of one year. The following curriculum changes are requested:

- “Orientation to PPO Training” change hours from 13 to 2 hours
- “Administrative and Offender Management” change hours from 24 to 26 hours
- “Legal Considerations for the PPO” change hours from 14 to 22 hours
- “Officer-Offender Relations” change hours from 28 to 26 hours
- “Defensive Protection” change hours from 36 to 44 hours
- “Courtroom Preparation and Demeanor” change hours from 8 to 6 hours

Commissioner Steve Johnson proposed a **motion** that the pilot authority for 207 hours be released and to allow pilot authority to deliver the Basic Probation/Parole Training course at a minimum of 216 hours for a period of one year, with a **second** from Commissioner Bill Hollingsed. **Motion carried.**

SPECIALIZED INSTRUCTOR RENEWAL

In 2013, Chairperson Wrenn Johnson appointed a sub-committee to examine the current procedures with the renewals of specialized instructors as part of the review of the current System Plan. Commissioner Robin Pendergraft chaired the sub-committee. Commissioner Pendergraft informed the Committee that a survey was developed and distributed to the field between July 1, 2013 and May 14, 2014. There were 373 responses to the survey. In regards to Question #7 “*All specialized instructors should be fully competent and proficient at the specialty skills that they instruct in regulated Commission training such as BLET and In-Service Training*”, 61.8 percent strongly agreed; and 30.6 percent agreed.

After discussion, the Committee agreed that establishing proficiency for specialized instructors is an appropriate step.

Commissioner Robin Pendergraft proposed a **motion** that the Commission authorize the Planning and Standards Committee to conduct a rule making hearing to amend 12 NCAC 09B.0335 (c) (*Terms and Conditions of Specialized Instructor Certification*) to add the following language:

- (3) proof that the individual applying for renewal as a Specialized Firearms Instructor has achieved a minimum score of 92 on the day and night Basic Law Enforcement Training firearms qualification courses, administered by a certified Specialized Firearms Instructor, within the three-year period preceding the application for renewal.

- (4) proof that the individual applying for renewal as a Specialized Physical Fitness Instructor has passed the Basic Law Enforcement Training Police Officer Physical Abilities Test, administered by a certified Specialized Physical Fitness Instructor, within the three-year period preceding the application for renewal;

With a **second** from Commissioner Steve Johnson. **Motion carried.**

NORTH CAROLINA ASSOCIATION OF CHIEFS OF POLICE– 2015 IN-SERVICE TRAINING CREDIT AND PILOT AUTHORITY

On behalf of the NC Association of Chiefs of Police, Mark Strickland, NC Justice Academy, requested that the Committee grant in-service pilot authority to the Association for the topic “*Civil Disorder/Riot Prevention*”, which will be presented at the 2015 Winter Conference in Cherokee, NC. The presentation is four (4) hours and will be presented by Timothy Hardiman, American Military University; and New York Police Department Deputy Inspector Anthony Raganella.

Commissioner Robin Pendergraft **proposed** a motion to grant pilot authority to the NC Association of Chiefs of Police 2015 Winter Conference for a four (4) hour presentation on the topic “*Civil Disorder/Riot Prevention*”, to be conducted by Timothy Hardiman and Anthony Raganella; and will count as department topics of choice for the 2015 in-service training requirement with a **second** from Commissioner Bill Hollingsed. **Motion carried.**

SCHOOL ACCREDITATION COMMITTEE

On behalf of the School Accreditation Subcommittee, Commissioner Tracy McPherson, proposed a **motion** that the following institutions be reaccredited for a period of 5 years in accordance with 12 NCAC 09B.0200 and 12 NCAC 09C.0401 for the delivery of the Commission regulated training:

- Renewal – Craven Community College – BLET, SMI, General Instructor Training
- Renewal – Fayetteville Technical Community College – BLET, SMI, General Instructor Training
- Renewal – Mayland Community College – BLET, SMI, General Instructor Training
- Renewal – Montgomery Community College – BLET, SMI, General Instructor Training
- Renewal – Nash Community College – BLET, SMI, General Instructor Training

And that the following institution be accredited pursuant to 12 NCAC 09B.0401 and .0402 and 12 NCAC 09B.0200:

- Accreditation – Carrboro Police Department - SMI

with a **second** from Commissioner Robin Pendergraft. **Motion carried.**

GENERAL INSTRUCTOR REVISION COMMITTEE

On behalf of the General Instructor Training Revision Committee, Leila Humphries, North Carolina Justice Academy, requested the approval of a revision to the lesson plan “*Law Enforcement Instructor Liabilities and Legal Responsibilities.*”

Ms. Humphries stated that new materials were needed to address the use of copyrighted materials. In addition, new materials were added to address civil liability rules that have been derived from court cases, statutes and the U.S. Constitution, in order to prepare the instructor should the need arise to defend an aspect of the training. Ms. Humphries requested the changes be effective January 1, 2015.

Commissioner Robin Pendergraft proposed a **motion** to accept the revisions and new materials as presented with a **second** from Commissioner Bill Hollingsed. **Motion carried.**

BLET REVISION COMMITTEE

On behalf of the BLET Revision Committee, Jennifer Fisher, N.C. Justice Academy, requested that the following delivery sites be allowed to pilot the new POPAT prior to July 1, 2015:

- Charlotte-Mecklenburg Police Department
- Mitchell Community College
- North Carolina Wildlife Resources Commission
- Wake Technical Community College
- Stanly Community College
- Asheville-Buncombe Community College
- Nash Community College
- Rowan-Cabarrus Community College

Commissioner Robin Pendergraft proposed a **motion** to allow pilot authority for the requested sites to begin administering the new POPAT prior to July 1, 2015, with a **second** from Commissioner Yolanda Sparrow. **Motion carried.**

Ms. Fisher also requested approval for major revisions made to the following BLET lesson plans:

- *Crowd Management* (BLET:28L) – training objective changes, revisions made throughout the lesson plan, and handouts revised
- *Rapid Deployment* (BLET:35F) - training objective changes, revisions made throughout the lesson plan, and handout added

Commissioner Bill Hollingsed proposed a **motion** that the revisions be accepted as presented with a **second** from Commissioner Melissa Hinnant. **Motion carried.**

Ms. Fisher concluded her report by briefing the committee on the minor revisions made to nine (9) of the BLET lesson plans. The minor revisions include correcting grammatical errors, updating and revising of current materials, adding new statutes and changes in instructor notes.

Minor revisions were made to the following lesson plans:

- *ABC Law* (BLET:16M)
- *Arrest, Search, and Seizure/Constitutional Law* (BLET: 04T)
- *Civil Process* (BLET:33R)
- *Field Notetaking and Report Writing* (BLET:08H)
- *Fingerprinting and Report Writing* (BLET:12M)
- *Individuals with Mental Illness* (BLET:27I)
- *Juvenile Law and Procedures* (BLET:11Q)
- *Motor Vehicle Law* (BLET:17V)
- *Techniques of Traffic Law Enforcement* (BLET:23Q)

BLET: CONTROLLED MARIJUANA BURN SURVEY UPDATE – DIVISION STAFF

Trevor Allen, Deputy Director, Criminal Justice Standards Division, provided a follow up on the discussion of Controlled Marijuana Burns in BLET at the August 2014 meeting. Division Staff met with legal counsel

and drafted a letter and forwarded that letter to all School Directors about the potential legal problems and best practice guidelines with this process.

NORTH CAROLINA SCHOOL DIRECTORS' ADVISORY COMMITTEE UPDATE – DIVISION STAFF

Trevor Allen, Deputy Director, Criminal Justice Standards Division, provided a follow up on the discussion of the School Directors' Advisory Committee. Mr. Allen stated that the committee members have been selected by Sub-Committee Chairman Steve Johnson and a tentative first meeting date has been set.

The Committee took a fifteen-minute break at 3:30pm, and the meeting re-convened at 3:45pm.

MILITARY TO BLET UPDATE – DIVISION STAFF

Steven Combs, Director, Criminal Justice Standards Division, provided an update on the Division Staff's review and recommendations of the Civilian Credit for Military Training for compliance with NCGS 93B-15.1. In addition, the E&T Committee examined a proposal briefed by Commissioners Robin Pendergraft and Steve Johnson.

As discussed in the August meeting, Division Staff submitted a report to the co-chairs of the Legislative Research Commission Study Committee on Civilian Credit for Military Training and State Adjutant Selection Criteria with the status of the document required by Section 1 of this act and the results of the Criminal Justice Standards Division's consultation with military training officials as required by Section 2. The lesson plans provided by the military branches would be individually compared by a review committee to the North Carolina Basic Law Enforcement Training lesson plans and a determination of the applicability and correlation would be made. The following individuals made up the review committee:

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|--------------------|---|
| • Lauren Earnhardt | Assistant Attorney General – Law Enforcement Liaison |
| • William Hart | Assistant Attorney General – Law Enforcement Liaison |
| • Steven Combs | Director, Criminal Justice Standards Division |
| • Richard Squires | Deputy Director, Criminal Justice Standards Division |
| • Trevor Allen | Deputy Director, Criminal Justice Standards Division |
| • Julia Lohman | Director, Sheriffs' Standards Division |
| • Autumn Hannah | Training & Certification Specialist, Sheriffs' Standards Division |
| • Sirena Jones | Training & Certification Specialist, Sheriffs' Standards Division |
| • Mark Strickland | Director, North Carolina Justice Academy |
| • Wayne Ayers | Deputy Director, North Carolina Justice Academy |
| • Jennifer Fisher | BLET Coordinator, North Carolina Justice Academy |

The review committee met on Tuesday, September 2, 2014. The committee decided that 19 topics of the BLET program considered to be "high liability/critical skills" would be mandatory for all service members to complete. All service members would have to complete the 10th grade reading level test, POPAT, and pass the comprehensive written state exam. The remaining 18 topics were divided among the committee members to compare to the individual service lesson plans. The committee met again on Monday, September 22, 2014. The committee determined that upon review of the military service lesson plans, none of the remaining 18 topics were substantially equivalent. After much discussion and debate at that meeting, the following plan was developed.

- All military trained applicants will be required to take the mandatory (high liability/critical skills) BLET units which consist of 19 BLET topics/325 hours.
- All military trained applicants will be required to take an assessment of the remaining 18 BLET topics. The assessment will be comprised of the Wake Technical Community College end of topic test, with the assistance of Jon Gregory at Wake Tech.

- Any BLET topic that the applicant fails to achieve a minimum score of 70 on the assessment, will have to be taken along with the mandatory BLET topics.
- The military trained applicant will be required to pass the 10th grade reading test, POPAT and final comprehensive written state exam.
- The military trained applicant will have one year from enrollment authorization to complete all required BLET coursework.

The review committee recommended BLET course work as follows:

12 NCAC 09B .0205 BASIC LAW ENFORCEMENT TRAINING

(*High Liability/Critical Skills" Topics are in Bold)

(1) LEGAL UNIT

(A) Motor Vehicle Laws	20 Hours
(B) Preparing for Court and Testifying in Court	12 Hours
(C) Elements of Criminal Law	24 Hours
(D) Juvenile Laws and Procedures	8 Hours
(E) Arrest, Search and Seizure/Constitutional Law	28 Hours
(F) ABC Laws and Procedures	4 Hours

	UNIT TOTAL	96 Hours
Proposed	UNIT TOTAL	96 Hours

(2) PATROL DUTIES UNIT

(A) Techniques of Traffic Law Enforcement	24 Hours
(B) Explosives and Hazardous Materials Emergencies	12 Hours
(C) Traffic Crash Investigation	20 Hours
(D) In-Custody Transportation	8 Hours
(E) Crowd Management	12 Hours
(F) Patrol Techniques	28 Hours
(G) Law Enforcement Communication & Information Systems	8 Hours
(H) Anti-Terrorism	4 Hours
(I) Rapid Deployment	8 Hours

	UNIT TOTAL	124 Hours
Proposed	UNIT TOTAL	8 Hours

(3) LAW ENFORCEMENT COMMUNICATION UNIT

(A) Responding to Victims and the Public	10 Hours
(B) Domestic Violence Response	12 Hours
(C) Ethics for Professional Law Enforcement	4 Hours
(D) Individuals with Mental Illness and Developmental Disabilities	8 Hours
(E) Crime Prevention Techniques	6 Hours
(F) Communication Skills for Law Enforcement Officers	8 Hours

	UNIT TOTAL	48 Hours
Proposed	UNIT TOTAL	24 Hours

(4) INVESTIGATION UNIT

(A) Fingerprinting and Photographing Arrestee	6 Hours
(B) Field Note-taking and Report Writing	12 Hours
(C) Criminal Investigation	34 Hours
(D) Interviews: Field and In-Custody	16 Hours
(E) Controlled Substances	12 Hours
(F) Human Trafficking	2 Hours

	UNIT TOTAL	82 Hours
Proposed	UNIT TOTAL	20 Hours

(5) PRACTICAL APPLICATION UNIT

(A) First Responder	32 Hours
(B) Firearms	48 Hours
(C) Law Enforcement Driver Training	40 Hours
(D) Physical Fitness (classroom instruction)	8 Hours
(E) Fitness Assessment and Testing	12 Hours
(F) Physical Exercise 1 hour daily, 3 days a week	34 Hours
(G) Subject Control Arrest Techniques	40 Hours

	UNIT TOTAL	214Hours
Proposed	UNIT TOTAL	128 Hours

(6) SHERIFF-SPECIFIC UNIT

(A) Civil Process	24 Hours
(B) Sheriffs' Responsibilities: Detention Duties	4 Hours
(C) Sheriffs' Responsibilities: Court Duties	6 Hours

	UNIT TOTAL	34 Hours
Proposed	UNIT TOTAL	34 Hours

(7) COURSE ORIENTATION

2 Hours

(8) TESTING

	20 Hours
Proposed	10 Hours

READING TEST

N/A

POPAT

3 HOURS

PASS STATE EXAM

	TOTAL COURSE HOURS	620 Hours
		37 Topics
Proposed	TOTAL COURSE HOURS	325 Hours
Proposed		19 Topics

Director Combs met with Chief Warrant Officer Rick Comer of the North Carolina National Guard and advised him of this plan. Chief Warrant Officer Comer asked during that meeting that the following be requested:

- Allow for a Pre-BLET knowledge gap fulfillment course to be developed by a community college for military personnel to prepare for the assessment. There would be a course set up to prepare

for the assessment; the applicant would then take the assessment, and then they continue to take the mandatory BLET classes, assuming everyone passes the assessment.

- Allow a community college to instruct the mandatory 19 units back-to-back.

NCGS 93B-15.1(C1) states the following and must be completed by January 1, 2015:

Each occupational licensing board shall publish a document that lists the specific criteria or requirements for licensure, registration or certification by the board, with a description of the section, and any necessary documentation needed for obtaining the credit or satisfying the requirement. The information required by this subsection shall be published on the occupational licensing board's Website and the Website of the North Carolina Division of Veterans Affairs.

Mr. Combs then opened the floor for questions and discussion.

Commissioner Pendergraft stated that in regards to allowing a pre-BLET knowledge gap course to be developed by a community college for military personnel, she did not know that they need the Commission to contract with the community college for a prep course. CWO Comer replied that he wasn't speaking for the whole community college system, but when you go back and read the original law, it addresses approval of a non-degree program, which it is; and typically to be able to get those approved, those programs have to be approved by the governing body so the approval can be developed. Then they can go back and can try to submit the process to get it approved to be not only an academic program, a non-degree program, but also getting it approved. The first question is that is this approved by the governing body?.....so that is the reason that's in there.

Commissioner Pendergraft noted that she has not researched it, but respectfully disagreed with that assessment. She said she does not think the Commission is in the business of developing that. They set minimum standards for law enforcement and criminal justice officers, and have already set the standards for BLET.

Commissioner McPherson raised a question about terminology. On Page 2 of the document provided, it says "Any BLET topic that the applicant fails to achieve a minimum score of 70 on the assessment, will have to be taken along with the mandatory BLET topics". She asked for clarification as to what a pre-BLET course means. Is it a prep course, or is it taking those identified topics that already exist, already approved and already approved as a part of BLET, and combining it into a course? She stated that pre-BLET sounds like they are prepping in order to be ready to do the real thing.

CWO Comer responded that in reality, they would be prepping to take the assessment.

Commissioner Pendergraft stated, in her opinion, that goes against the premise for what the committee is doing. The premise is that military people have received equivalent training and experience. That is why they are engaging in this session of the waiver. To have a course to get them ready for the assessment sounds like they are not ready and she doesn't want to say that; she wants to say that they are ready.

Julia Lohman noted the term "pre-BLET" was used in the early years of BLET, when it was just beginning.

Commissioner Steve Johnson asked Mr. Combs what kind of time was this going to take for him and his staff. Mr. Combs stated he couldn't give him a fair answer because he didn't have any idea how many people will look into taking the test. He stated he could be wrong, but his assumption was that there will not be a great deal of people, and his staff could handle it right now. They could set up dates and tell people they need to be in Raleigh for the testing.

Commissioner Steve Johnson asked if they were going to enroll as a partial enrollee in some basic training program, and then there is no guarantee of anybody ever linking these units back to back, especially if these people are going to be all over the state.

CWO Comer stated that it will come down to how many people are interested in a specific area, and whether the community college is willing to do that. Currently, there are 120 people that have come back from Afghanistan in August 2014. Thirty-five (35) of those are interested in a program like this. If all 35 do it, we have a community college in that area interesting in doing the pilot. Will there be another one? Also, if there is a back to back program at other community colleges, then they could offer it next summer, then every summer, do the 19-week back to back program and offer it for all the military services, so military people all over the world says "hey, I'm going back to North Carolina in April or May 2016. The community college has a program that I'm qualified for and I'm going to enroll in it." There seems to be interest in the community colleges to teach it, possibly in the summer because it would be a shorter 19 weeks back to back. There may be a huge demand in the beginning, then fizzle out to nothing. In those cases, there may be only one taught in the state once a year. There does seem to be an interest and demand right now though.

Commissioner McPherson noted that the harder part of the issue is defining what the modules would be; even now, with military question aside, there are people that come in from out of state that need a certain amount. Typically, there is not a large group of people at the same time needing the same thing, and as a result, no one has requested it. However, if the college informed the Commission that there are 20 people coming in from Florida, and they all need the same thing; and if they set up just these modules over here and let the Florida people do that rather than coming in and out of our regular BLET, would the Commission have a problem with that? Commissioner Pendergraft replied that she thought the committee should always be open to ways to facilitate delivery of training in an efficient way.

Commissioner Sparrow inquired in the event someone failed the topic, how do you integrate it into the other mandatory topics? Mr. Combs response was that person would just be required to take on that additional topic within the BLET.

CWO Comer stated that if twenty (20) people show up, they are given a knowledge test fulfillment, and only 19 of them pass the eighteen (18) blocks of instructions, they have a year to take that block.

Caitlin Brooks had a concern that out-of-state transfers may be treated more favorably than the military police. She stated Military Police have a minimum of 325 hours of instructions; out-of-state transfers have 96 hours. Commissioner Wrenn Johnson responded she thinks the difference in the two is that the people who have come from out of state have already served a minimum amount of time as police officers; military police have not necessarily done that. Commissioner Johnson also mentioned that she has always thought the requirements should be raised for out-of-state transfers.

Glen Allen, Chief of State Capital Police, asked that the committee take a common sense approach. The bill is for military personnel, and the committee was only considering military police. There are a lot of different jobs in military police, just as there are a lot of different jobs in NC Law Enforcement, but everyone is certified by this Commission or in their respective states by codes or some requirements they had to meet. Camp Lejeune and Fort Bragg military police run radar, handle domestic issues in the housing projects, arrest people, etc. Mr. Allen thinks a good common sense approach would be to look at them just like an out-of-state officer, as far as certification of these law enforcement officers. The hiring decisions will be up to the police chiefs, sheriffs, directors, etc.

Commissioner Wrenn Johnson noted that training is assessed based on whatever state the officer is from; they are not just coming in because they are a police officer. They must have equivalent training.

Mr. Allen interjected that of the eleven (11) people on the review committee for Civilian Credit for Military Training, he didn't see many practitioners. (Wayne Ayers later responded to this assessment)

Mr. Combs said the topics in bold are mandatory. Of those that are not in bold, if the student takes the assessment test and scores out of it, all they have to do is take the mandatory class of POPAT, Reading Test and Final State Exam.

CWO Comer stated that in some cases, it is like weapons training. Military Police may have 200 or 300 hours of weapons training by the time they would meet this requirement, but now you say they need another 48 hours just like the kid you see walking in here that has never held a gun? So, saying that it's all in and you're really giving them credit....in a lot of aspects, you're not.

Commissioner Steve Johnson said that, although he has never been deployed, he is very familiar with military firearms training. The military police begin their qualification course with a certain type of weapon. There is no agency in the State of North Carolina that uses that weapon. In addition, there are no night qualification requirements, no combat qualification, no flashlight use or anything like that. There is no draw of the security holster. It is apples and oranges in terms of how the weapon is deployed, how the weapon is used, and which weapon is used. It's totally different.

CWO Comer responded that military police train totally different now. He is in support of the process that Mr. Combs presented to him. A pilot program was presented by CWO Comer at the August 2014 Education and Training Standards meeting. Should the Commission approve this program, CWO Comer would request to be able to conduct the pilot program for that based on what was presented because there is interest to do it now. There are soldiers returning from Afghanistan that deserve this opportunity. He stated that this new incentive deal is a better development and reinforcement on a bill that has been out for almost three (3) years, and there hasn't been anything in place for the military people. This would be a start in being able to do a pilot.

Commissioner Pendergraft noted that the process of looking at other states is called "reciprocity". It has been a long-standing process so you can compare apples to apples. The military is a little more challenging because it is not clear-cut, and is more complex. The out-of-state transfers can be discussed at another time. Commissioner Pendergraft indicated she personally conducted a review of the materials, course by course, reviewed course objectives and materials provided by the military, and came up with a proposal of which she would be comfortable presenting to the committee. She stated that she thought everyone on the E&T Committee and the Commission believes that military people make great law enforcement professionals and want to help bring them to our state, keep them in our state and embrace them in our profession. She feels that her responsibility as a Commission member is not to do a disservice by not having them prepared for whatever they encounter in the field, and for the consequences of error. Law enforcement is under a microscope: Every action or non-action is criticized publicly, rightly or wrongly. The Commission has a responsibility to the public to provide public safety.

Commissioner Pendergraft then presented the following proposal:

1. The military-trained applicant will be required to achieve a minimum score of 70 on the comprehensive state exam.
2. The military-trained applicant will be required to pass a 10th grade reading test and POPAT.
3. The military-trained applicant will have one (1) year from enrollment authorization to complete all required BLET course work.

The recommended BLET course work is as follows:

(1) LEGAL UNIT

(A) Motor Vehicle Laws	20 Hours
(B) Preparing for Court and Testifying in Court	12 Hours
(C) Elements of Criminal Law	24 Hours
(D) Juvenile Laws and Procedures	8 Hours
(E) Arrest, Search and Seizure/Constitutional Law	28 Hours
(F) ABC Laws and Procedures	4 Hours
UNIT TOTAL	96 Hours

(2) PATROL DUTIES UNIT		
(A) Techniques of Traffic Law Enforcement	24 Hours	
(B) Explosives and Hazardous Materials Emergencies	12 Hours	
(C) Traffic Crash Investigation	20 Hours	
(D) Patrol Techniques	28 Hours	
(E) Rapid Deployment	8 Hours	
	UNIT TOTAL	92 Hours
(3) LAW ENFORCEMENT COMMUNICATION UNIT		
(A) Responding to Victims and the Public	10 Hours	
(B) Domestic Violence Response	12 Hours	
(C) Ethics for Professional Law Enforcement	4 Hours	
(D) Individuals with Mental Illness and Developmental Disabilities	8 Hours	
(E) Communication Skills for Law Enforcement Officers	8 Hours	
	UNIT TOTAL	42 Hours
(4) INVESTIGATION UNIT		
(A) Fingerprinting and Photographing Arrestee	6 Hours	
(B) Field Note-taking and Report Writing	12 Hours	
(C) Criminal Investigation	34 Hours	
(D) Interviews: Field and In-Custody	16 Hours	
(E) Controlled Substances	12 Hours	
(F) Human Trafficking	2 Hours	
	UNIT TOTAL	82 Hours
(5) PRACTICAL APPLICATION UNIT		
(A) Firearms	48 Hours	
(B) Law Enforcement Driver Training	40 Hours	
(C) Subject Control Arrest Techniques	40 Hours	
	UNIT TOTAL	128 Hours
(6) SHERIFF-SPECIFIC UNIT		
(A) Civil Process	24 Hours	
(B) Sheriffs' Responsibilities: Detention Duties	4 Hours	
(C) Sheriffs' Responsibilities: Court Duties	6 Hours	
	UNIT TOTAL	34 Hours

PASS STATE EXAM

TOTAL COURSE HOURS 474 Hours

After presenting her proposal, Commissioner Pendergraft asked for any discussion.

Mr. Combs felt the proposal would work well with all military branches.

Wayne Ayers responded to an earlier comment by explaining that of the eleven (11) people on the Review Committee list, 63 percent had law enforcement experience and/or military experience. He is very proud to be a veteran, and also proud to serve in the law enforcement area. He feels that trainers

have an obligation to make sure that the military-trained applicants are totally prepared to serve the State of North Carolina and survive any confrontation they may encounter.

Julia Lohman would be against waiving blocks of instruction without some assessment; and John Glenn stated it was important not to leave out the three (3) topics from Sheriffs' Standards.

After considerable discussion and debate on the Military to BLET topic, and after reviewing the proposed topics and hours, Commissioner Robin Pendergraft proposed a **motion** to present to the Commission the proposal as presented (completing 474 hours of BLET, passing the 10th grade reading level test and POPAT, and taking the state exam, with one year from enrollment authorization to complete all required BLET course work), with a **second** from Commissioner Steve Johnson. **Motion carried.**

Commissioner Melissa Hinnant proposed a **motion** to grant pilot authority, upon being approved by the North Carolina Criminal Justice Education and Training Standards Commission, to an accredited school that delivers BLET, with a **second** from Bill Hollingsed. **Motion carried.**

With no further business, the meeting adjourned at 4:10 pm.